

STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



R Adams Cowley Center University of Maryland

We recognize the Guard and Reserve are essential to the strength of our nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- Our managers and supervisors will have the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills service members bring to the workforce and will encourage opportunities to hire Guardsmen, Reservists, and Veterans.
- We will continually recognize and support our country's service members and their families in peace, in crisis, and in war.

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James G. Rebholz National Chair, ESGR Leon E. Panetta Secretary of Defense

May 8, 2012

Date







2011 Annual Report

Contact Information: Office, 410-234-3809, 410-234-3816; Web site, www.mdesgr.org

Maryland ESGR—Gaining and Maintaining Support for the Guard and Reserve: It's Our Business!



A principle mission of the Maryland ESGR is to meet with employers to educate them about ESGR and what it offers-to gain and maintain their support for Guard and Reserve members. Employers are asked to sign Statements of Support. Left, City of Harve de Grace Mayor Wayne Dougherty, and David Barringer of Drayer Physical Therapy Institute signed statements on Nov. 3 at the Harford County Awards Luncheon. (Standing, Chair George Doetsch and Bosslift Coordinator Lt Col Jeff Teller).

Message from the Chair

By George Doetsch Dear Employers, Service Members, ESGR members and Friends of ESGR:



Maryland ESGR volunteers and our fulltime staff did a great job in 2011. Our volunteers worked 911 hours and briefed 7,057 service members on their USERRA rights. Volunteers worked an additional 1,635 hours providing training and assistance to employers, supervisors and Human Resource managers. This resulted in over 800 employers signing and re-signing ESGR Statements of Support in 2011. The Employer Outreach efforts are shown by the low number of ombudsman cases received and worked in 2011. Ombudsman Director Mike Comeau and 15 certified ombudsman resolved 39 of the 40 cases. Sending only one case to the US Department of Labor -- VETS for investigation.

I want to recognize LTC (USA-Ret) Jack Moran, our Employer Outreach (EO) Director from 1 January 2008 to 30 September 2011, for his great work and leadership. Under Jack's direction, each year the committee exceeded the goal for the number of employer signed Statements of Support as set by HQ ESGR. On 1 October 2011, Jack accepted a HQ ESGR position on the Training Subcommittee and I appointed COL (AUS-Ret) Jean Hulet as our new EO Director. Jean has gotten off to a robust start gathering signed Statements of Support from Maryland Veterans Affairs Secretary Edward Chow, Anne Arundel County Fire Department Chief John Ray, Annapolis City Fire Chief David Stokes and Maryland State Senator James LaGrange.

In closing I am extremely proud of all the work our committee members have performed in 2011 and I look forward to more great efforts in 2012.

2011 in Review

Maryland ESGR Excels In Service, Support

It was another year of accomplishment for the Maryland ESGR Committee, whose 62 members put in more than 2.500 volunteer hours in servicing reserve component members of Maryland units. Through the military outreach program, there were more than 7,000 reserve component members briefed at 79 events. In the employer outreach program, the committee again surpassed its goal for Statement of Support signings.

Several regional events (breakfasts or luncheons) were held during 2011 at which awards were presented and Statements of Support signed. There were 425 Patriot, 115 Above and Beyond, six Seven Seals, and two Pro Patria commendations among the many awards presented. Maryland ESGR participated in bosslifts with its military partners, and its ombudsmen logged 40 formal USERRA cases. handled 379 inquiries, provided new and updating training classes and attended conferences. The ombudsman program is under the direction of COL (AUS Ret) Mike Comeau.

Executive Director "Butch" Hensel reported at the annual training and awards conference that the Maryland Committee was ranked in the top five of ESGR committees in the nation. He said he expected 2012 to be an even busier year than 2011.

ESGR: Who Are We?

Maryland's committee is a grassroots volunteer organization under the Assistant Secretary of Defense for Reserve Affairs. Established in 1979, it provides speakers, ombudsman and mediation services, education, and serves as a liaison with the military member, his unit and his employer. Members come from all walks of life, both military and civilian.

Employer Outreach—Prime Activity of the Maryland ESGR Committee

Employer outreach's mission is to seek and contact any Maryland employer, manager, or human resource professional who may impact their workforce's participation in the Reserve components. While it is a stand-alone function, it is an important one that also complements the ESGR awards and military outreach programs by providing current information about USERRA-most often in face-to-face meetings or seminars to the leadership of public and private organizations. It gives them the tools they need to understand the rights and responsibilities of their workers who are members of the National Guard or the Reserve. Profit and non-profit organizations, along with governmental entities and fraternal associations, such as the Elks, the Moose, Rotarians, and Chambers of Commerce, are all preferred candidates of employer outreach. During 2011, MD ESGR members sought to contact these organizations and manned exhibits at conferences, trade shows and human resource management professional organizations. If you are a member of one of these groups and can help us gain access, please contact the ESGR office. The Maryland Committee will be happy to have an ESGR representative come out to talk to your membership. Employer Outreach was headed by LTC (USA-Ret) Jack Moran. The current director is COL (AUS Ret) Jean Hulet.

At right, Western Regional Chair Ron Pitts and then Employer Outreach Director Jack Moran (right) meet with members of the Frederick County Society for Human Resources Management chapter, where they talked about the ESGR mission and Statement of Support program.

Historic Moment-May 1986

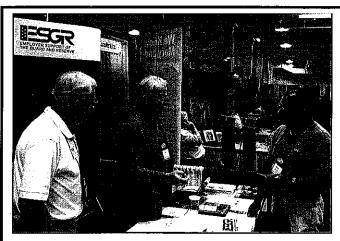


Committee member Vicki Duncan snapped this historic moment as Frank McCawley (I) and Larry Shanks introduced Chuck Yaeger to the ESGR and gave him an ESGR hat. The renowned test pilot was flying in the Armed Forces Day program at Andrews AFB that day. The Maryland Committee took employers to see the show. Vicki got her ESGR hat signed by Yaeger.



Statement of Support Signing is a Continuing Priority for MD ESGR





ESGR state committees are tasked by the National ESGR Committee to secure Statements of Support for the Guard and Reserve signed by employers. In the left photo, Erwin Burtnick, State Chair George Doetsch, and Employer Outreach Director Jean Hulet signed up Maryland Department of Veterans Affairs Secretary Edward Chow Jr. In July, Southern Region Chair Larry Shanks (in photo at right) manned a table at the Maryland Association of Counties annual conference in Ocean City during which many Statements of Support were obtained by the ESGR team. In the photo, Carl Peters of Employer Partnership of the Armed Forces, works with the ESGR team.

Bosslifts Enable Employers to See Employees Serving their Country



Bosslifts Take Many Forms!

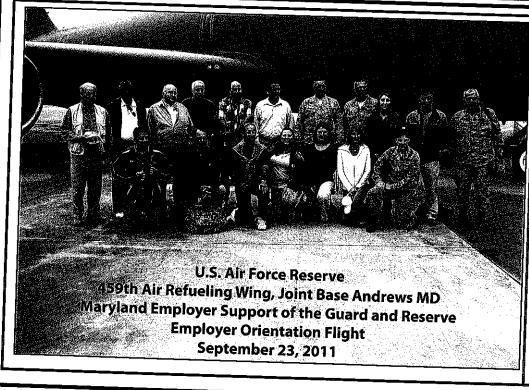
Bosslifts are educational activities designed to create a better understanding among employers of what their employees do while away on military duty and also to demonstrate the value of military training has when applied to civilian jobs. The Maryland ESGR Committee believes the bosslift activity is an excellent vehicle to help it attain its mission of gaining and maintaining employer support for our nation's military service.

The Maryland ESGR Committee partners with reserve component organizations, which actually host these bosslifts by providing transportation, demonstrations, educational seminars, tours, excursions and sometimes even lodging. During 2011, Maryland employers enjoyed bosslifts that included a refueling demonstration by the 459th Air Refueling Wing at Andrews AFB, participation in the Baltimore Grand Prix, and a Naval Reserve excursion in the Baltimore area.



Above and left, in early July employers from Maryland were guests of the Navy Operational Support Center in Baltimore to see their employees at weekend training as a member of the US Navy Reserve. Below, COL (Ret) Erwin Burtnick speaks to employers who attended the Indy Racing League-Baltimore Grand Prix Race in Baltimore over the Labor Day weekend. Seven automotive industry employers were presented ESGR Above and Beyond Awards at the event.





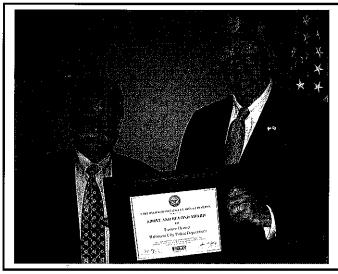
Left, Maryland employers spent a day with the 459th Air Refueling Wing at Andrews AFB learning how KC-135 aircraft are used to refuel aircraft such as F-16s while in flight. The day began with a pre-flight briefing to explain the mission. Although they were plagued with bad weather, they were able to view flight deck operations and learn every detail of the plane and experience the boom operator's duties. group of Maryland employers was accompanied by MD ESGR Bosslift Coordinator Lt Col Jeff Teller (4th from right, standing). The 459th has been a frequent partner with the Maryland Committee provide refueling demonstrations to employers and other airlift support.

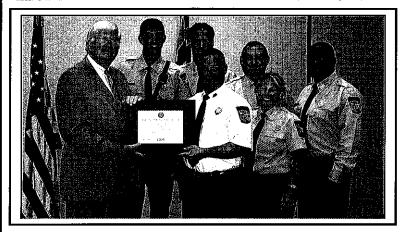
Above & Beyond—A Special Award Honoring Employers

Maryland employers receive this framed certificate after being nominated by a Guard or Reserve employee who submits the application with justification why the employer has gone "above and beyond" what is required by law in support of the employee's military activity. Committee members present these awards throughout the year, and they often become the basis for higher level awards. During Fiscal Year 2011, the Maryland Committee presented 60 Above and Beyond awards.









Recipients (clockwise from top left) include Mary Powell, University of Maryland-Baltimore, in May; Timothy Padden (center), United Rentals of Glen Burnie (with MD ESGR Chair George Doetsch and Acting Assistant Secretary of Defense for Reserve Affairs David L. McGinnis at the Baltimore Grand Prix in Sept.; Fire Lieutenant Jeff Bowen and firefighters from Baltimore County Fire Dept. Station 9, Edgemere, in June; Diane Baugh, Andre McConnell (employee and US Army Reserve member), and James Stevenson, Superintendent of Laboratories, Harford Co. Sod Run Waste Water Treatment, in Nov.; LT Michael Newton, Baltimore City Police Department Eastern District, in May.





Historic Moments—1979

Meet the founding members of the Maryland ESGR Committee as it was chartered in 1979. That's Erwin Burtnick to the far left (back row) and Col Frank McCawley (Center front row). Erwin is still with the Maryland Committee today.

Two Employers Earn Maryland ESGR's Highest State Award





Patriot Award: Recognizing the Boss





The State Committee's highest award—the prestigious Pro Patria—is given annually. In 2011, it went to two companies. Top left, Clark Construction, with headquarters in Bethesda, won the Pro Patria award for large businesses. Below, representatives from Praxis Engineering in Annapolis Junction accepted the small business Pro Patria award. Both companies were nominated for the national Freedom Award and became semi-finalists. The Patriot Award, which is the basic award a reservist or guardsman nominates his boss to receive, was presented by State Chair George Doetsch to (top right) Deborah Phelps, Principal, Windsor Mill Middle School in Baltimore County in May. Below, on the right, Major David Black of the Maryland Army National Guard presented a Patriot award to his employers at Eastern Shore Psychological Services. The award was presented April 4 in Salisbury.

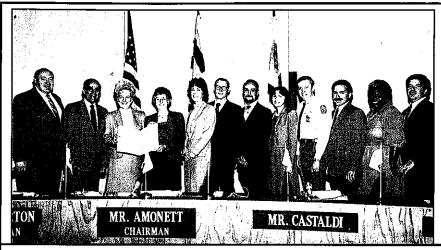


Western Region Chair Ron Pitts briefed this group of troops from the 372nd Military Police in Cumberland, MD during a March 6 Military Outreach activity.

Reaching Out to the Military

The military outreach component, under the direction of Brigadier General (MD) Vernon Sevier, USAF Ret, is a key ESGR element. During 2011, Committee members participated actively in approximately 99 outreach events. Committee volunteers represented ESGR through participation in workshops, brought the ESGR message and manned educational display tables at events such as unit briefings, family days, family readiness programs, and employer days. They also participated in veteran-related activities, military retiree days, and yellow ribbon events. Their primary mission was working at pre- and post-deployment briefings for service members and their families.

Historic Moment—March 1985



Members of the new Prince George's County branch of the Maryland ESGR Committee and Prince George's County Council members celebrated ESGR Week in Prince George's County with a proclamation issued in March 1985. Admiral (Ret) Bernard Nash, sixth from left, was State Chair at the time. Vicki Duncan and Larry Shanks (5th and 4th from right) are still active members of the Maryland ESGR Committee today.

Want to Reach Maryland's Employer Support Group?

To get in touch with the Maryland ESGR Committee, please contact Butch Hensel at 410-234-3809 or e-mail him at William. Hensel.ctr@ang.af.mil. He and the ESGR staff can provide an overview of the Committee, explain how to get involved, tell you how to obtain forms for awards, place your name on a list to attend a future bosslift, or set up a visit to your club or organization. For more information, visit www.mdesgr.org, or the National ESGR Web site, www.esgr.org.

We Welcome New Members

The Maryland ESGR Committee welcomes 2011 new members: Guy Walsh, Brian Bailey, David Benton, Randy Godbold, Roxanne Conley, Angelo Nicolosi, Michael Young and Margie Sedlock.

Awards Committee Report

By Ralph Prete, Chair

Our volunteers continue to exceed expectations. In 2011, members accomplished more than 852 Statement of Support signings, bringing the state's total to 7,484. In addition, more than 425 Patriot Awards were mailed or personally presented to guardsman and reservist supervisors as well as 115 Above and Beyond Awards honoring employers for support beyond the USERA requirements.

On May 7 at the Captain James Landing Restaurant, the committee hosted the Baltimore City Awards Luncheon, honoring 12 employers with Above and Beyond awards and 4 Patriot Awards. Again, on June 14 at the Crowne Plaza Hotel the committee hosted the Baltimore County Awards Luncheon. State Chair George Doetsch presented 14 Above and Beyond awards, and two Patriot awards.

The 67 Secretary of Defense Freedom Award nominations received this year surpassed 2010. The Committee forwarded Clark Construction as large private sector nominee and Praxis Engineering Technology as small private sector nominee. While they did not capture the Freedom Award, both were recognized as semi-finalists

At the September 2011 Annual Planning and Awards Conference at the Clarion Hotel in Ocean City, the State Chair presented the *Pro Patria Award* (the highest ESGR State Award) to Clark Construction and Praxis Engineering Technology for their outstanding support to our men and women in uniform. Additionally, the Maryland ESGR Committee recognized Stanley Seidel, director of the U.S. Department of Labor/VETS for the State of Maryland, with a *Seven Seals Award*. This award is given at the discretion of the State Chair in recognition of a significant individual or organizational achievement, initiative or support over time that promotes the ESGR mission.

The State Chair also recognized retired General Edward Clark and retired Colonel Erwin Burtnick for their many years of combined volunteer service to the Maryland ESGR Committee. Both were presented *Lifetime Achievement Awards*. The Chair also paid tribute to outstanding service during the year of Ron Pitts as *Volunteer of the Year* and Erwin Burtnick as *Ombudsman of the Year*.

MD ESGR Volunteer of the Year Is Energetic Member Ron Pitts

Congratulations to Ron Pitts, the Western Region Chairman for the Maryland Employer Support Committee, who was honored with the Volunteer of the Year award during the annual training conference held in September in Ocean City.

Pitts, who also received a Silver Presidential Award at the training conference for donating 363 hours of volunteer service over the past year, was praised for his versatility, dedication, and long hours spent in pursuit of ESGR goals and objectives. He has been a Committee member since 2005.

Throughout the year, Pitts provided frequent briefings around the state as part of the ESGR military outreach program and actively promoted the awarding of Patriot Awards to employers. "Ron is always willing to accept assignments," State Chair George Doetsch said as he presented the annual Volunteer of the Year award to Pitts.



ESGR Rewards Volunteers for Giving Their Time and Energies

The Seven Seals Award

The Seven Seals Award can be given to an employer, a Committee member, or anyone who provides outstanding support for the ESGR effort. It is so named because it bears the symbols of all seven Reserve forces—Air Force Reserve, Marine Reserve, Army National Guard, Air National Guard, Navy Reserve, Army Reserve and Coast Guard Reserve. Below, Stan Seidel, who heads veterans' employment and training in Maryland for the Department of Labor, is presented the Seven Seals award for his outstanding support. With him (left) are Ben Jablecki, Assistant State Chair, and Chairman George Doetsch.



President's Volunteer Service Award Earned by Four Committee Members

This prestigious award for volunteerism comes directly from the White House—the President's Council on Service and Civic Participation—and includes a certificate and lapel pin with the award letter. The presidential award may be gold, silver or bronze, based on the number of hours a volunteer contributes during the year.

In 2011, this award was earned by four Maryland ESGR Committee members for their volunteer services rendered during the past year. The Silver Award for 250 to 499 hours of service was earned by Western Regional Chair Ron Pitts, who received this award in the previous year as well. Pitts was also named the Committee's Volunteer of the Year for 2011. The Bronze Award, given for 100 to 249 hours of service, was earned by Central Region Chair Erwin Burtnick, Bill Benson, and Steve Maguire.

Maryland ESGR members routinely report monthly activities spent for management and administration functions, training, military outreach, employer outreach and ombudsman services to qualify for this award. In the lower right hand photo, Bill Benson, Erwin Burtnick, and Steve Maguire are flanked by State Vice Chair Ben Jablecki and Maryland ESGR Chair George Doetsch.

Two Receive Lifetime Achievement Awards for Committee Service

State Chair George Doetsch and Vice Chair Ben Jablecki presented Ed Clark (upper photo) and Erwin Burtnick (lower photo) lifetime achievement awards in 2012. General (Ret) Clark was committee chair from 1996 to 2002. With 36 years service, he continues to provide briefings to military groups. Burtnick, a retired army colonel, was cited for 38 years of service. He was appointed to the national committee in 1973 and the Maryland Committee when it formed in 1979. Burtnick is the Central Region Chair and is active as an ombudsman and in other roles. He was also named Ombudsman of the Year in September.





